

106TH CONGRESS
2D SESSION

H. R. 5217

To provide adequate sanctions for unfair labor practices resulting in the discharge of employees.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 20, 2000

Mr. MEEHAN introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To provide adequate sanctions for unfair labor practices resulting in the discharge of employees.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Effective Labor Law
5 Sanctions Act of 2000”.

6 **SEC. 2. LABOR RELATIONS REMEDIES.**

7 (a) BOARD REMEDIES.—Section 10(c) of the Na-
8 tional Labor Relations Act (29 U.S.C. 160(c)) is amended
9 by inserting after the fourth sentence the following new
10 sentence: “If the Board finds that an employee was dis-

1 charged as a result of an unfair labor practice, the Board
2 in such order shall (1) award back pay in an amount equal
3 to 3 times the employee's wage rate at the time of the
4 unfair labor practice and (2) notify such employee of such
5 employee's right to sue for punitive damages and damages
6 with respect to a wrongful discharge under section 303
7 of the Labor Management Relations Act, 1947 (29 U.S.C.
8 187), as amended by the Fair Labor Organizing Act.”.

9 (b) COURT REMEDIES.—Section 303 of the Labor
10 Management Relations Act, 1947 (29 U.S.C. 187) is
11 amended by adding at the end the following new sub-
12 sections:

13 “(c) It shall be unlawful, for purposes of this section,
14 for any employer to discharge an employee for exercising
15 rights protected under the National Labor Relations Act.

16 “(d) An employee whose discharge is determined by
17 the National Labor Relations Board under section 10(c)
18 of the National Labor Relations Act to be as a result of
19 an unfair labor practice under section 8 of such Act may
20 file a civil action in any district court of the United States,
21 without respect to the amount in controversy, to recover
22 punitive damages or if actionable, in any State court to
23 recover damages based on a wrongful discharge.”.

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